



The European Charter for Researchers & the Code of Conduct for the Recruitment of Researchers and embedment of their principles into the Masaryk University Strategic Plan for 2021- 2028

The strategic plan of Masaryk University (from now on MU or university) for the years 2021–2028 is a fundamental conceptual development document determining the direction of MU in education, research, social role, and its infrastructural development for the next years, which is the result of the intensive university-wide debate. Human resources vision and strategic goals relevant to The European Charter for Researchers & the Code of Conduct for the Recruitment of Researchers' principles are integrated into the Masaryk University Strategic Plan for 2021- 2028.

Following the vision statement, Masaryk University by 2028 will be

- A university that is an example of a responsible and demanding employer acting according to the principles of transparency, equality, and non-discrimination, supporting the achievement of professional goals and at the same time reconciling work and personal life of all its employees
- A university that is a role model in its internal culture, in the ability to reach consensus, in the harmonization of its components for the benefit of the University as a whole, and in the integrity of the work and study environment characterized by high ethical and professional standards

Specifically, the strategic goal concerning the Personnel management and employee development is to create a motivating environment by rewarding exceptionally high-quality and exceptional work results, providing equal opportunities and conditions for individual development and career growth of employees, and supporting the reconciliation of work and personal life.

In the years 2021-2022 MU will pursue long - term strategic intentions by undertaking the proposed actions that are relevant to the HRS4R in the following areas:

I. PERSONNEL MANAGEMENT

Strategic Intention:

Implementation of measures to prevent academic inbreeding, especially in filling the positions of academic and research staff based on open competitions advertised internationally and applying the criterion of non-university work engagement.

Proposed Actions:

University-wide Open transparent and merit-based policy (OTMR) will be elaborated by June 2021 and implemented at university units/faculty levels.

MU will conduct a revision of the current Competitive Hiring Process Code at the beginning of the year 2022, so the updated version would be compatible with the principles of the Open, Transparent, and Merit-based Recruitment (OTMR).

Strategic Intention:

Implementation of support tools to ensure a continuous generational change of employees at the level of middle management and motivation to educate their successors

Proposed Action:

University-wide Talent Management Policy will be elaborated by the end of 2021 and implemented at university units/faculty levels.

Strategic Intention:

Creation and implementation of a concept set out procedures and criteria in the employment of staff working in postdoctoral positions (recruitment, conditions, care for these staff, etc.)

Proposed Action:

University-wide PostDoc Policy will be elaborated by September 2021 and implemented at university units/faculty levels.

Strategic Intention:

Implementation of career support programs for academic staff (aimed at habilitation or appointment as a professor within individual parts of the University), researchers, and non-academic staff.

Proposed Actions:

A university-wide Framework of principles for career development for all academic and research workers (R 1 – R 4) will be developed by the end of 2022 and implemented at university units/faculty levels.

A university-wide career counseling system for employees will be created by the end of 2022 and implemented at university units/faculty levels.

Strategic Intention:

Strengthening the perception of work ethics and actions of all employees as part of personal integrity, information and methodological measures in this area, including legal services

Proposed Action:

MU will revise the current MU Code of Ethics by September 2021, so all Charter and Code principles are being addressed and included appropriately.

II. ACQUIRING AND RETAINING EXECUTIVE AND EXCEPTIONAL EMPLOYEES AND EMPLOYEE CARE

Strategic Intention:

Modernization and implementation of individual evaluation of academic, scientific, and non-academic staff, including its harmonization with other types of assessment at the University

Proposed Action:

The current application designed and implemented as a platform for employee performance evaluation (EVAK) at MU over the last decade will be revised by the end of 2021, especially in tune with the new performance criteria set by the recent state-wide methodology (M 17+).

Strategic Intention:

Mapping the needs of employees at all functional levels and setting requirements specifying the criteria for their career growth and further development

Proposed Action:

A university-wide framework of career development principles for all academic and research workers (R 1 – R 4) will be developed by the end of 2022 and implemented at university units/faculty levels.

Strategic Intention:

Defining the criteria and creating a system for identifying talents among university employees with the aim of their further development and preparation for future leadership or professional positions

Proposed Action:

University-wide Talent Management Policy will be elaborated by the end of 2021 and implemented at university units/faculty levels.

Strategic Intention:

Setting up an adaptation process for academic and non-academic staff entering new positions (supervisor, head of the department, etc.) to accelerate their incorporation in connection with the latest content of work and responsibilities.

Proposed Action:

The university-wide framework of the onboarding process for new employees will be updated by the end of 2021 and automatized via the development of relevant e – application by the end of 2022.

Strategic Intentions:

Introduction of preventive tools to prevent unwanted behavior (e.g. bullying, discrimination, sexual harassment, etc.) as well as tools to help in the event of their occurrence

Application of existing tools supporting partial involvement, and subsequently full return, of caring parents for children or loved ones into working life within individual components and their workplaces - part-time work (and other forms of employment), flexible working hours, work performance within the home office (incl. use of IT tools for online participation in meetings, remote access to data, etc.), shared workplace

Support for the operation of children's groups or kindergartens within individual (or more) parts of the University

Proposed Action:

University-wide Gender Equality Plan will be designed and approved by the end of 2021 to provide a framework to assist the University. It unites in developing and implementing effective strategies around workplace culture, leadership, and employment practices to improve gender equality across the whole organization.

III. SYSTEMATIC DEVELOPMENT AND TRAINING OF EMPLOYEES

Strategic Intentions:

Extension of the MU Pedagogical Competence Development Centre portfolio when it comes to the form and content of the currently provided courses according to the functioning and transferable foreign practice and in connection with the needs of individual target groups

Creation of a comprehensive offer to meet the educational and developmental needs of the employees in the field of personal competencies, managerial competencies, competencies for the effective use of IT technologies, foreign languages, etc.

Support for specific target groups of employees in the area of further development and acquisition of key competencies to increase the efficiency and quality of their work (e.g., beginning academic and research staff, academic, scientific, and non-academic staff in management positions, staff in various non-academic positions, etc.)

Proposed Action:

Institutionalization of Development and Education at the MU level and establishing a common platform for employee training at MU will be in place by the end of 2022.

IV. RESEARCH AND DOCTORAL STUDIES

Strategic Intentions:

Introduce higher standards in doctoral studies across disciplines with an emphasis on the quality of scientific results of doctoral students, gaining international experience during doctoral studies and adherence to the study schedule

Pay due attention to doctoral students' socio-economic status and their full integration into the scientific community as promising colleagues to strengthen their motivation for successful completion of studies and subsequent careers.

Proposed Action:

In terms of these strategic goals, a university-wide strategy will be developed by June 2022 and implemented at university units/faculty levels.

V. INFORMATION SYSTEMS AND IT SUPPORT; INFORMATION SOURCES, DATA FOR DECISION SUPPORT, SCIENTIFIC DATA

Strategic Intention and Proposed Action:

Creation and implementation of a university strategy for broader use of the Open Access and Open Data modes within the framework of the H 2020 projects: Integrating and managing services for the European Open Science Cloud (EOSC-hub) and OpenAIRE Advancing Open Scholarship (OpenAIRE-Advance). More info on <https://openscience.muni.cz/en/open-science-on-muni>

This document has been approved by:

Mgr. Petr Pokorný, Office director, Personnel Management Office, Rector's Office

In Brno, November 2020

Important note:

Full version of the MU Strategic Plan for 2021- 2028 will be available in English when evaluating the Actions Plans of the respective MU units/faculties at the end of December 2020 before the final approval by the Czech Ministry of Education and Sport.

Link to the document:

https://is.muni.cz/auth/do/rect/metodika/personal/strategicky_zamer_mu/